

# **CIVIL SERVICE COMMISSION REGULAR MEETING AGENDA**

November 10, 2020 at 2:00 p.m. via Zoom platform

## **Dial by your location**

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**Meeting ID: 971 0271 9774**

## **1. Meeting Minutes**

The Minutes from the regular monthly Civil Service Commission meeting on October 13, 2020 and the Minutes from the special Civil Service Commission meeting on October 28, 2020 are submitted for review.

## **2. Vacancy Report**

## **3. Merit Increases**

## **4. Permanent Appointments**

## **5. Waiver Request – Firefighter Patrick Krompinger**

The Commission has received a request for a 6-month waiver from Firefighter Patrick Krompinger from the promotional list for Fire Lieutenant exam #2362.

## **6. Waiver Request – Sgt. Anthony Caiazzo**

The Commission has received a request for a 6-month waiver from Sgt. Anthony Caiazzo from the promotional list for Police Detective exam #2349.

## **7. Waiver Request – Sgt. Trevor Niestemski**

The Commission has received a request for a 6-month waiver from Sgt. Trevor Niestemski from the promotional list for Police Detective exam #2349.

## **8. Waiver Request – Sgt. Michael Paoletti**

The Commission has received a request for a 6-month waiver from Sgt. Michael Paoletti from the promotional list for Police Detective exam #2349.

## **9. Greater Bridgeport Branch NAACP Communication**

**10. Appeal – Mr. Conor Henry**

The Commission has received a request for an appeal from Mr. Conor Henry regarding his disqualification from seasonal employment with the City of Bridgeport for failing a portion of his medical examination.

**11. Appeal – Mr. Miguel Rivera, Jr. (1)**

The Commission received a request for an appeal from Mr. Miguel Rivera, Jr. regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination.

**12. Appeal – Mr. Nicholas Elliott (2)**

The Commission received a request for an appeal from Mr. Nicholas Elliott regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination.

**13. Appeal – Mr. Hasan Powell (3)**

The Commission received a request for an appeal from Mr. Hasan Powell regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination.

**14. Appeal – Mr. Andrew Gay (4)**

The Commission received a request for an appeal from Mr. Andrew Gay regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination.

**15. Appeal – Mr. Joel Garay (5)**

The Commission received a request for an appeal from Mr. Joel Garay regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination.

**16. Appeal – Mr. Christopher Lacour (6)**

The Commission received a request for an appeal from Mr. Christopher Lacour regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination.

**17. Appeal – Mr. Brandon Blank (7)**

The Commission received a request for an appeal from Mr. Brandon Blank regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination.

**18. Appeal – Mr. Ronald Christy (8)**

The Commission received a request for an appeal from Mr. Ronald Christy regarding her disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of the medical examination.

**19. Appeal – Mr. Reinhard Ordonez (9)**

The Commission received a request for an appeal from Mr. Reinhard Ordonez regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination.

**20. Appeal – Mr. Kevin Ayala (10A)**

The Commission received a request for an appeal from Mr. Kevin Ayala regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination. Mr. Ayala is represented by Attorney Thomas Bucci.

**21. Appeal – Mr. Helbert Paneto (10B)**

The Commission received a request for an appeal from Mr. Helbert Paneto regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination. Mr. Paneto is represented by Attorney Thomas Bucci.

**22. Appeal – Mr. Justin Kawiecki (10C)**

The Commission received a request for an appeal from Mr. Justin Kawiecki regarding his disqualification from the hiring process for entry level Firefighter #2360 due to failing a portion of his medical examination. Mr. Kawiecki is represented by Attorney Thomas Bucci.

**23. Legal Report****24. Acting Personnel Director Report**

- Public Safety Telecommunicator Exam
- Civilian Detention Officer Exam
- Police Captain Exam
- Police Lieutenant Exam
- Deputy Fire Marshal
- Public Safety Supervisor
- Next regular monthly CSC meeting Tuesday, December 8, 2020

**25. Personnel Director Exam Update**

Note: For matters numbered 10-21 on the 11/10/20 Agenda: the numbers in parenthesis is a reference for the Commissioners to the tab in the original binder for November 2, 2020 meeting that was scheduled to be in-person and had to be cancelled due to rising Covid concerns.

# **CIVIL SERVICE COMMISSION REGULAR MEETING**

October 13 2020 at 2:00 p.m. via Zoom platform

## **MINUTES**

Commissioner Falberg called the regular meeting of the Civil Service Commission to order at 2:02 p.m. Present were Commissioners Buccino and Grech; Clerk to the Commission Deborah Brelsford; Atty. John Mitola; Eric Amado, Acting Personnel Director; Lisa Mastronunzio, Acting Civil Service Examiner; David Dobbs, Fire Union President; Luigi Perelli, Kelly Gefferet

### **1. Meeting Minutes**

The Minutes from the regular monthly Civil Service Commission meeting on September 15, 2020 are submitted for review.

**\*\* COMMISSIONER BUCCINO MOVED THE MINUTES FROM THE REGULAR MONTHLY CIVIL SERVICE COMMISSION MEETING ON SEPTEMBER 15, 2020.**

**\*\* COMMISSIONER GRECH SECONDED.**

**\*\* THE MOTION TO APPROVE THE MINUTES FROM SEPTEMBER 15, 2020 REGULAR MONTHLY CIVIL SERVICE COMMISSION MEETING AS SUBMITTED PASSED UNANIMOUSLY.**

### **2. Vacancy Report – NOTED FOR THE RECORD**

The Vacancy Report was presented by Mr. Amado. Mr. Amado said that he would like to amend the report and explained that the Civil Service Accounting Clerk is a competitive position.

#### **VACANCIES – Report 10/13/2020**

Competitive Positions	Former	Replacement
<b>POLICE</b>		
Police Officer (16)		Michael J Cuneo Joshua W Walker Rachel L Harry Russell P Ouellette Jameson Rowland Darryl A Wilson Jr Leandro N Florian Kaitlyn Edwards Wilberto Rivera-Colon Brittney A Baer David J Teixeira Rolando Montero Zachary A Schuler Daniel Buckley Lameik Seldon-Black Zachary Ruscoe

## LIBRARY

[illegible]

## PUBLIC FACILITIES

### Seasonal Maintainer I, Grade I (2)

Fleet Mechanic (2)	New Position	Douglas Monaghan
	John Sweeney	Ricardo A Coloma

## PARKS & RECREATION

Groundskeeper (6)

### Starter/Ranger (12)

**Maintainer I Grade I (10)**

Senior Zoo Keeper                      Jeanne Yuckienuz                      John T Warner

## BENEFITS

Employee Benefits Coordinator Monquencelo Miles Lynda McManus

## CIVIL SERVICE

Accounting Clerk I      Linda Thorne      Danielle L Costello

## HEALTH & SOCIAL SERVICES

Assistant Special Project Manager Wideline Guerrier Cooper J Mead

**TOWN CLERK**

Part-Time Election Specialist (2) Wilfred E Murphy  
Lilliana P Vargas

**\*\* COMMISSIONER BUCCINO MOVED TO APPROVE THE VACANCY REPORT AS PRESENTED.**

**\*\* COMMISSIONER GRECH SECONDED.**

**\*\* THE MOTION PASSED UNANIMOUSLY.**

**\*\* COMMISSIONER GRECH MOVED TO DIRECT CIVIL SERVICE TO GIVE  
A TEST FOR CIVIL SERVICE DIRECTOR.**

Mr. Amado explained that this item was listed for discussion later on the agenda.

**\*\* COMMISSIONER GRECH WITHDREW HIS MOTION.**

### 3. MERIT INCREASE

Mr. Amado presented the report.

## OCTOBER 2020 MEETING

**MERIT INCREASES EFFECTIVE OCTOBER 2020 AND NOVEMBER 2020**

**Public Facilities:**

218118 – Santiago, Jose	Maintainer I (Grade I)	\$34,295.00 (Step 2) to \$36,005.00 (Step 3) <b>Effective 11/1/2020</b>
215398 – Cardoza, Antony	Maintainer III	\$42,398.00 (Step 2) to \$44,520.00 (Step 3)
215436 – Hampton, Jesus	Maintainer III	\$42,398.00 (Step 2) to \$44,520.00 (Step 3)

**MERIT INCREASES FOR OCTOBER 2020 C.S.C MEETING**

<b><u>POLICE</u></b>	<b><u>JOB TITLE</u></b>	<b><u>EFFECTIVE 10/10/2020</u></b>
MICHAEL VANGROWSKI	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
ANGELIQUE CRUZ	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
ALEXIS SANTANA	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
ANTONIO MOLINA	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
DAVID BAHR	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
COREY BALDWIN	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
JENNY RIBEIRO	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
XIOMARA NIEVES	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
ALLISON ABRESKY	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
JOSEPH SEAGRAN	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
JONATHAN FERRAO	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
MATHEW DEFILIPPO	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
MICHAEL SWIX	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
DEVON BONDS	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
JOSEPH ALBANI	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
ISRAEL COLON	POLICE OFFICER	\$57,197.00(1) TO

BERNARD WEBB JR.	POLICE OFFICER	\$63,252.00(2) \$57,197.00(1) TO \$63,252.00(2)
LAMAR ROBINSON	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
CAITLYN HRACS	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
RICHARD RIVERA	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
KEITH PORTER	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
MATHEW HOFFMAN	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
WALLY FRANCO	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
RAJVI BLAKE-JARVIS	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
KEITH GREICO	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)
OSCAR SOLER	POLICE OFFICER	\$57,197.00(1) TO \$63,252.00(2)

#### **STEP INCREASES JULY 1, 2020**

Dept	Employee	Position	Increase
Police	Tammy Boyle	School Crossing Guard	\$34.99/Day (2) to \$37.59/Day (Top)
Police	Ushena Brown	School Crossing Guard	\$34.99/Day (2) to \$37.59/Day (Top)
Police	Carlos Labrador	School Crossing Guard	\$34.99/Day (2) to \$37.59/Day (Top)
Police	Maria Maizincho	School Crossing Guard	\$34.99/Day (2) to \$37.59/Day (Top)
Police	Jose Negron	School Crossing Guard	\$34.99/Day (2) to \$37.59/Day (Top)
Police	Rose Tacuri	School Crossing Guard	\$34.99/Day (2) to \$37.59/Day (Top)
Police	Ashley Torres	School Crossing Guard	\$34.99/Day (2) to \$37.59/Day (Top)

**\*\* COMMISSIONER GRECH MOVED TO APPROVE THE MERIT INCREASES AS PRESENTED.**

**\*\* COMMISSIONER BUCCINO SECONDED.**

**\*\* THE MOTION PASSED UNANIMOUSLY.**

#### **4. Permanents Appointments**

Mr. Amado presented the report. He spoke about the probation extension and said he had sent out a communication to the department heads about the assessment of new hires.

Mr. Amado said he had received a number of probationary names that had been assessed by their department directors and they had been recommended for permanent hire.

Discussion followed about the details.

**PERMANENT APPOINTMENTS – OCTOBER 2020 MEETING**

ID#	LAST NAME	FIRST NAME	JOB TITLE	EFFECTIVE DATE
219081	Rigon-Binns	Jonna	Paralegal	9/23/2020

**PERMANENT APPOINTMENTS**

Dept	Employee	Position	Effective
CAO	Tamara Root	Admin. Asst.	8/3/2020
Comptroller's	Latoya Johnson	Accounting Clerk I (35 hrs)	8/3/2020
OPM	Orlando Edwards	Budget/Policy Analyst	4/8/2020
WPCA	Yvette Morales	Accountant	7/2/2020
Health	Earl Coleman	Housing Code Inspector	8/18/2020
Pub Facilities	Helena Fernandes	Municipal Garage Clerk	5/4/2020
City Attorney	Kathleen Ranger	Paralegal	9/17/20

**\*\* COMMISSIONER GRECH MOVED TO AMEND THE PERMANENT APPOINTMENTS AS SUBMITTED.**

**\*\* COMMISSIONER BUCCINO SECONDED.**

**\*\* THE MOTION PASSED UNANIMOUSLY.**

**5. Examiner's Report - Police Detective Exam # 2349**

The Commission is presented the report regarding the promotional examination for Detective.

**6. Certification of the Police Detective #2349 Promotion List**

The Commission is asked to certify the promotional list for Police Detective #2349.

**7. Examiner's Report – Fire Lieutenant Exam #2362**

The Commission is presented the report regarding the promotional examination for Fire Lieutenant.

**8. Certification of the Fire Lieutenant #2362 Promotion List**

The Commission is asked to certify the promotional list for Fire Lieutenant #2362.

Mr. Amado requested that the Commissioners consider tabling Agenda Items 5, 6, 7 and 8 and holding a Special Meeting for them. He noted that the review period for submitting appeals ended earlier that day at noon.



**\*\* COMMISSIONER BUCCINO MOVED TO TABLE AGENDA ITEMS 5, 6, 7 & 8 AND SCHEDULE THESE FOR A SPECIAL MEETING.**  
**\*\* COMMISSIONER GRECH SECONDED.**  
**\*\* THE MOTION PASSED UNANIMOUSLY.**

**9. Entry Level Firefighter - tabled from September 15, 2020**

The following appeals for new physical exams are recommended by Personnel Director for Mr. Helbert Paneto and Mr. Justin Kawiecki.

Mr. Amado said that these appeals had been tabled last month in order to review the information. After reviewing the information, he had requested that this item be added to the agenda for the Special Meeting for Firefighter appeals.

Mr. Amado said that all the medical appeals would be scheduled for November 2nd and there should be some discussion with the medical providers about the various issues.

**\*\* COMMISSIONER GRECH MOVED TO TABLE THE ENTRY LEVEL FIREFIGHTER TO THE NOVEMBER 2ND MEETING.**  
**\*\* COMMISSIONER BUCCINO SECONDED.**  
**\*\* THE MOTION PASSED UNANIMOUSLY.**

**10. Extension of Probationary Period Due to COVID 19 – tabled from September 15, 2020**

Mr. Amado said that the item should be removed from the agenda so that he could meet with department directors to confirm that they were able to assess and confirm that the probationary employees are eligible for appointing to permanent employment. Discussion followed.

**\*\* COMMISSIONER BUCCINO MOVED TO REMOVE AGENDA ITEM #10 -- EXTENSION OF PROBATIONARY PERIOD DUE TO COVID 19 FROM THE COMMISSION'S AGENDA.**  
**\*\* COMMISSIONER GRECH SECONDED.**  
**\*\* THE MOTION PASSED UNANIMOUSLY.**

**11. Luigi Perelli**

Mr. Perelli has requested to come before the Commission regarding his appeal that was denied at the September 15, 2020 meeting for having his cell phone at the promotional exam for Fire Lieutenant.

Mr. Amado said that he had spoken with Mr. Perelli about having a cell phone during the exam. The documentation was included in the Commissioners' packet. Atty. Mitola reminded everyone that they had already denied this appeal. The Commissioners would have to move to reconsider the previous decision. Mr. Amado asked Mr. Perelli what the basis was for Mr. Perelli's request to reconsider the decision. Mr. Perelli said that there was information that the Commission had not been given. Mr. Amado explained that the

original information contained proprietary information and a redacted document has now been provided by the exam company.

**\*\* COMMISSIONER GRECH MOVED TO ADD AN ITEM FOR RECONSIDERATION TO THE AGENDA.**

**\*\* COMMISSIONER BUCCINO SECONDED.**  
**\*\* THE MOTION PASSED UNANIMOUSLY.**

**\*\* COMMISSIONER BUCCINO MOVED TO RECONSIDER THE PREVIOUS APPEAL DECISION FOR MR. PERELLI.**

**\*\* COMMISSIONER GRECH SECONDED.**  
**\*\* THE MOTION PASSED UNANIMOUSLY.**

Mr. Perelli said that he had submitted the August 14th document and a copy of the Assessments Rules and Procedures marked Day 1 that the candidates had to sign.

Mr. Perelli said that the appeal could be held in public session.

Mr. Perelli indicated that there was a statement on the Rules and Procedures that required the candidates to "Check now that you do not have any devices that might compromise the testing process because it was the last opportunity to do so".

Mr. Amado said that the language in the document seemed to present the candidates with the last opportunity to turn in the device, but he had been sequestered for two hours and had turned off the phone as shown by the phone records.

Discussion followed about the application of the rules and the fact that he was the only candidate disqualified.

The Commissioners had several questions about the signatures on the sign in sheet, which Mr. Perelli answered.

**\*\* COMMISSIONER FALBERG ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL REQUEST FROM MR. LUIGI PERELLI:**

**COMMISSIONER BUCCINO VOTED TO DENY THE REQUEST.**  
**COMMISSIONER GRECH VOTED TO GRANT THE REQUEST.**  
**COMMISSIONER FALBERG VOTED TO DENY THE REQUEST.**

**\*\* THE MOTION TO APPROVE THE APPEAL REQUEST FROM MR. LUIGI PERELLI WAS DENIED.**

**12. Office of the City Attorney to discuss Examination #2351 (Police Chief) with the Civil Service Commission – tabled from September 15, 2020**

Mr. Amado said that there had been some discussion with the City Attorney's Office regarding this issue. He said that he had not received anything formal from the City

Attorney's Office at this time. Atty. Mitola said that the Civil Service Commission only takes action when a name has been submitted for certification for the Chief of Police. Discussion followed.

**\*\* COMMISSIONER BUCCINO MOVED TO REMOVE AGENDA ITEM 12.**

Commissioner Buccino asked if the Commission was waiting until the Mayor certifies a name off the list. Atty. Mitola explained that the Commission does not have authority over the administration of the exam for Chief of Police.

**\*\* COMMISSIONER GRECH SECONDED.**

**\*\* THE MOTION TO REMOVE AGENDA ITEM 12 PASSED UNANIMOUSLY.**

**13. Legal Report.**

Atty. Mitola said that he did not have a report, but did have some information on the Civil Service Director position, which he would present shortly.

**14. Acting Personnel Director Report**

Mr. Amado said that there was housekeeping that the department was working on. The list shows the examinations that were underway. He updated the Commissioners on the status of various exams and postings. He noted that he would be removing himself from any conversations regarding the Civil Service Director. All those discussions will be handled by Atty. Mitola.

*Mr. Amado recused himself from the meeting at 3:02 p.m.*

Atty. Mitola then provided the Commissioners with some background on the status of the Personnel Director position. Section 204 under the Charter indicates that the Commissioners approve the appointment of Personnel Director following a competitive assessment or examination. The Personnel Director is the one who should be giving the examination. Atty. Mitola explained that Mr. Amado had indicated he was interested in taking the examination for the position. The CAO's Office with advice from the City Attorney's Office would commence the start of the process. A job analysis will need to be done. Then a company will have to be retained to create and administer the exam. He said that Ms. Mastronunzio would most likely be the ~~person to~~ contact person to get information.

Atty. Mitola explained that the job is part of the union and any changes would have to be negotiated with the union. He suggested that they continue to have the item on the agenda in order to keep the Commissioners updated. Discussion followed.

Commissioner Grech asked about the 120 day time period. Atty. Mitola said that the union contract does allow for the Bridgeport City Supervisors Association union to have an Acting Director for more than 120 days. Discussion followed.

Atty. Mitola said that the first step would be to obtain the information from the company that administered it the last time. This would be followed by checking to see if there was anyone in the department was interested in applying for the position.

Mr. Dobbs asked if there was anyone else in an Acting Director for many years. Ms. Mastronunzio said that Mr. Dunn was a Provisional Director, not an Acting Director. Ms. Mastronunzio explained that the department does not use the "Acting" function in the same manner that the Police or Fire Department uses it.

Ms. Brelsford said that she would be contacting the Commissioners about scheduling a meeting to hear the Examiner's report for Detective and Fire Lieutenant. Atty. Mitola asked Ms. Brelsford to check to make sure that none of the department staff was interested in applying for the position.

#### **ADJOURNMENT**

**\*\* COMMISSIONER BUCCINO MOVED TO ADJOURN.  
\*\* COMMISSIONER GRECH SECONDED.  
\*\* THE MOTION PASSED UNANIMOUSLY.**

The meeting adjourned at 3:24 p.m.

Respectively submitted,

S. L. Soltes  
Telesco Secretarial Services

# **CIVIL SERVICE COMMISSION SPECIAL MEETING**

October 28, 2020 at 2:00 p.m. via Zoom platform

## **MINUTES**

Commissioner Falberg called the special meeting of the Civil Service Commission to order at 2:02 p.m. Present were Commissioners Buccino and Grech; Clerk to the Commission Deborah Brelsford; Atty. John Mitola; Lisa Mastronunzio, Acting Civil Service Examiner; Eric Amado, Acting Personnel Director; Fire Chief Richard Thode; Tom Coolidge, Bridgeport Fire Union.

Mr. Amado said that the execution of the two exams, Police Detective Exam #2349 and Fire Lieutenant Exam #2362, had been done before he was appointed as Acting Personnel Director. He said that both exams met the criteria for Chapter 17, Section 211a along with the Charter and Civil Service Rule 14. He said that the Examiner's Reports and the certification of the lists would be the main focus of the meeting.

### **1. Examiner's Report – Police Detective Exam #2349**

The Commission is presented the report regarding the promotional examination for Detective.

Ms. Mastronunzio gave a summary of the events and time line leading up to the exam and the impact of COVID quarantine. 46 applications for the test were received, most of which were online. On August 12th the written exam was given at Fairchild Wheeler. 38 candidates took the exam and all of the candidates moved on.

The following week, the oral assessments were held at Central High School and video taped. The assessors ranked the candidates. Ms. Mastronunzio thanked Chief Thode for allowing them to use the Fire Department HQ for the for video recording assessing.

The scoring was sent to IO Solutions and a preliminary ranked list was created, which started the 30 day review on September 14th and ended on October 13, 2020. There were three appeals. These were sent to IO Solutions who returned a report to Civil Service. Based on that report, one of the appeals was granted and the other two were denied. The 30 day review was held at the Emergency Operations Center. Ms. Mastronunzio thanked Scott Applebee and Terron Jones for their assistance in this area.

Ms. Mastronunzio said that Question 68 was found to have an incorrect answer on the answer key and this resulted in several of the candidates having a slight change in rank on the preliminary list.

**\*\* COMMISSIONER BUCCINO MOVED TO ACCEPT THE EXAMINER'S REPORT FOR POLICE DETECTIVE EXAM #2349.**

**\*\* COMMISSIONER GRECH SECONDED.**

**\*\* THE MOTION PASSED UNANIMOUSLY.**

## **2. Certification of the Police Detective #2349 Promotion List.**

The Commission is asked to certify the promotional list for Police Detective #2349.

**\*\* COMMISSIONER BUCCINO MOVED TO CERTIFY THE POLICE DETECTIVE EXAM #2349 PROMOTION LIST.**

**\*\* COMMISSIONER GRECH SECONDED.**

**\*\* THE MOTION PASSED UNANIMOUSLY.**

## **3. Examiner's Report – Fire Lieutenant Exam #2362.**

The Commission is presented the report regarding the promotional examination for Fire Lieutenant.

Mr. Amado said that the exam for Fire Lieutenant # 2362 met the criteria for Chapter 17, Section 11a along with the Charter and Civil Service Rule 14.

Ms. Mastronunzio gave a summary of the events and time line leading up to the exam and the impact of COVID quarantine. 64 applications were received and 62 candidates took the written test on August 13th. The written exam was given at Fairchild Wheeler.

The oral examination was held over a two day period of time at Central High School on August 19th and 20th. The candidates were video recorded and rated by the assessors during the week of August 24th. The preliminary ranked list was established on September 10th. The 30 day review period started on September 14th and ended on October 13th. The reviews were held at the Emergency Operations Center.

There were 36 appeals and there were 7 appeals for Question # 50. It was determined that the appeals for Question 50 were correct because it could have two possible answers. Those 7 appeals were then granted. 29 appeals were denied due to difference of opinion rather than errors in scoring. There were 61 candidates that took the oral exam. One individual was disqualified for cell phone usage. There were 50 candidates on the ranked list. There was a bit of movement in the ranking due to the changes regarding Question #50.

Mr. Tom Coolidge from the union asked about two tied scores on the preliminary list. Mr. Amado said that in the past, breaking a tied score was not the most sophisticated techniques but he would like to meet with both the Police and Fire union officials about using electronic software for breaking ties. Mr. Coolidge said that he would relay that information to his union.

**\*\* COMMISSIONER BUCCINO MOVED TO ACCEPT THE EXAMINER'S REPORT FOR THE FIRE LIEUTENANT EXAM #2362.**

**\*\* COMMISSIONER GRECH SECONDED.**

**\*\* THE MOTION PASSED UNANIMOUSLY.**

## **#4 - Certification of the Fire Examination #2362 Promotional List.**

The Commission is asked to certify the promotional list for the Fire Examination #2362.

**\*\* COMMISSIONER GRECH MOVED TO CERTIFY THE FIRE EXAMINATION # 2362 PROMOTIONAL LIST.**

**\*\* COMMISSIONER BUCCINO SECONDED.**

**\*\* THE MOTION PASSED UNANIMOUSLY.**

Mr. Amado thanked the Commissioners for their flexibility in arranging to attend the meeting.

Ms. Brelsford reminded everyone about the November 2nd appeal hearings to be held in person at City Hall.

Mr. Amado said that they will continue to monitor the recent COVID spikes. He said that he would be reaching out to the Health Director and EOC to insure that everyone is safe.

Ms. Brelsford said that they were currently scheduled for the City Council Chambers. Discussion followed about potential preventative measures.

Chief Thode said that the Fire Department would be looking to hire a smaller group of four to six firefighters in the beginning of February and another potentially bigger group in August. Ms. Brelsford said that there were approximately 15 applicants with appeals, but there were two requests to table their appeals.

#### **ADJOURNMENT**

**\*\* COMMISSIONER GRECH MOVED TO ADJOURN.**

**\*\* COMMISSIONER BUCCINO SECONDED.**

**\*\* THE MOTION PASSED UNANIMOUSLY.**

The meeting adjourned at 2:34 p.m.

Respectfully submitted

Telesco Secretarial Services

# VACANCIES – Report 11/10/2020

## Competitive Positions

N/A

Former

Replacement

## Non-competitive Positions

Former

Replacement

### CDBG

Administrative Support Coordinator

Alyssa Garcia

Ava Showah

### ROADWAY

Maintainer II

Seasonal Maintainer I Grade II

Adiel Ramos Henriques

Kenneth Beauregard  
Irvin Villegas

### PARKS & RECREATION

Seasonal (Fairchild Wheeler Golf Course)

Richard Nash

### PARKS MAINTENANCE

Seasonal Maintainer I Grade I

Seasonal Maintainer I Grade I

Nathaniel Allen  
Ray Fontanez

*Black = competitive*

*Blue = non-competitive*



**MERIT INCREASES FOR NOVEMBER 2020 C.S.C MEETING**

<b><u>POLICE</u></b>	<b><u>JOB TITLE</u></b>	<b><u>EFFECTIVE 12/01/2020</u></b>
JUSTIN ROSADO	POLICE OFFICER	\$63,252.00(2) TO \$70,467.00(3)



Bridgeport Fire Department

DEPARTMENTAL COMMUNICATION

(See Instructions Below)



DATE: 11/1/20

FROM: FF Patrick Krompinger  
TO: Civil Service Commission  
SUBJECT: Fire Lieutenant

GROUP: R-5-C

Civil Service Commission,

Please be advised that I am requesting a 6-month waiver for the position of Lieutenant on the current Fire Lieutenant Exam List. As I have recently transferred to a new company in the Bridgeport Fire Department- Rescue 5, it is my intent to use the following months to develop both technically, while joining Connecticut's Urban Search and Rescue Team CT-TF1 and to help the company as it expands our technical rescue programs in any way I can. The position comes at the same time that my wife has begun a new career opportunity which remains Covid-19 affected and is increasingly difficult to accommodate with young children at home.

Respectfully,

FF Patrick Krompinger  
R-5-C

Date received headquarters

11/1

Signature, Company, Bureau, Division, Office, etc.

*Patrick Krompinger* 11/1/20  
R-5-C

Instructions

1. Use for all official communications or reports to Chief Engineer, Assistant Chiefs, or Clerk.
2. Do not use for any other purpose. Write legibly, be specific and brief.

## Brelsford, Deborah

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**From:** Caiazzo, Anthony  
**ent:** Monday, November 2, 2020 8:59 AM  
**To:** Brelsford, Deborah  
**Cc:** Kubel, Ann  
**Subject:** Detectives Test Waiver

Good Morning,

I was directed by the Chief of Police's Administrative Assistant to request a waiver for the upcoming promotions from the recently certified Police Detectives Examination. I would like to retain my status on the list, but will not be taking the promotion the first time around. Thank you for your help with this matter. If there's anything else you need please let me know how to assist.

Respectfully,

Sergeant Anthony Caiazzo  
Bridgeport Police Department  
Patrol Division

## **Brelsford, Deborah**

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**From:** Brelsford, Deborah  
**Sent:** Monday, November 2, 2020 4:29 PM  
**To:** Niestemski, Trevor  
**Cc:** Kubel, Ann; Brelsford, Deborah  
**Subject:** RE: Detective Exam Waiver

Thank you, Sgt. Niestemski. I will put your request for waiver on the November 10, 2020 agenda. The meeting will be virtual, via Zoom, beginning at 2:00 p.m. Your request will be referenced as a waiver request for 6 months. Will you be attending the commission meeting?

Please advise.

**Deborah J. Brelsford**  
**Civil Service**  
**City of Bridgeport**  
**Executive Assistant and Clerk to the Civil Service Commission**  
**Phone: 203-576-7106**  
**Fax: 203-576-7102**

**From:** Niestemski, Trevor  
**Sent:** Monday, November 2, 2020 4:13 PM  
**To:** Brelsford, Deborah <deborah.brelsford>  
**Cc:** Kubel, Ann  
**Subject:** Detective Exam Waiver

Hi, I am writing to request to waive my promotion to Detective on the upcoming round of promotions. I am currently number 5 on the list. I would like to remain on the list for purpose of possible future promotion to Detective.

Sergeant Trevor Niestemski  
Bridgeport Police Department  
Narcotics and Vice Division

## Brelsford, Deborah

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**From:** Paoletti, Michael  
**Sent:** Monday, November 2, 2020 2:54 PM  
**To:** Brelsford, Deborah  
**Subject:** Re: Detective Exam

Thank you .

I will not be attending the meeting .  
Thanks again

Sent from my iPhone

> On Nov 2, 2020, at 8:46 AM, Brelsford, Deborah .  
>  
> I will put your request for waiver on the November 10, 2020 agenda. The meeting will be virtual, via Zoom, starting at 2:00 p.m.. Will you be attending?  
>  
> -----Original Message-----  
> From: Paoletti, Michael  
> Sent: Friday, October 30, 2020 7:08 PM  
> To: Brelsford, Deborah <[redacted]@ct.gov>  
> Subject: Detective Exam  
>  
> Good evening  
>  
> Requesting a waiver for the position of detective at this time  
>  
> Thank you in advance  
>  
> Sgt . Michael Paoletti  
> Bridgeport P.D  
>  
> Sent from my iPhone



FOR IMMEDIATE RELEASE  
September 25, 2020



MEDIA CONTACTS: John Lee  
(203) 259-9642

## OFFICIAL PRESS STATEMENT

### **No More Settling for the Least Qualified**

Statement by Rev. D Stanley Lord, President, Greater Bridgeport Branch NAACP

**Greater Bridgeport** – The citizens of Bridgeport exercised their constitutional privilege and voted for the leadership of this City.

As elected leader of the Greater Bridgeport NAACP with several hundred paid members I address you today to state that Bridgeport's "second chance Mayor" is failing to provide a fair, equal, and purposeful opportunity to employ qualified professionals for city services such as in education, public safety, and Civil Service. City voters expected normal Charter behavior in the selection of a Police Department leader (Chief). Instead, many watched the confused way a "national search" for a Chief was conducted and other appointments were made in the meantime. And others, out of town, were watching corrupt behavior, also.

As the oldest Civil Rights Association working to ensure a society in which all individuals have equal rights, fair treatment, and where racial hatred and discrimination is opposed, we ask why a black well-qualified local officer currently serving Bridgeport has not been selected? What is the cost currently spent or at risk through current court actions by settling for seemingly less qualified second level choices? Are you afraid of selecting an experienced, educated, competent, and confident man of color like Captain Porter? When we read about the cases presented against the City because of police actions, isn't it clear that "Acting leadership" has cost us or put at risk taxpayer millions. Attention to the Charter could have forestalled such assault on City resources by appropriate action in previous years?

When Council members allow processes to wander and languish by the side of the road for years without speaking up as an "oversight body" don't you expect criticism? If more than half of the City Council and 70 % of City population is of color, why do you stay so silent and complicit with an administration that settles for less than the best candidate or one "Acting" in contradiction to Charter language for so long? Why should we once again accept second best as citizens of Bridgeport? For far too long people of color have had to settle for less, but no longer! We are demanding the BEST results from them that lead and serve. We demand that you place qualified and inspired Civil Servants in positions of leadership and remove those individuals less qualified for service.

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## Brelsford, Deborah

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**From:** Brelsford, Deborah  
**Sent:** Tuesday, November 3, 2020 4:09 PM  
**To:**  
**Cc:** Brelsford, Deborah  
**Subject:** IMPORTANT CORRESPONDENCE FROM BRIDGEPORT CT CIVIL SERVICE  
**Importance:** High

Mr. Henry,  
Your appeal is on the November 10, 2020 Civil Service Commission agenda. The meeting starts at 2:00 p.m. It is a virtual meeting, via the Zoom platform.

Please confirm your attendance.

The link to the meeting is in blue, below.

Deborah Brelsford is inviting you to a scheduled Zoom meeting.

Topic: CS Commission  
Time: Nov 10, 2020 02:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

Meeting ID: 971 0271 9774  
One tap mobile  
+13017158592,,97102719774# US (Germantown)  
+13126266799,,97102719774# US (Chicago)

Dial by your location  
+1 301 715 8592 US (Germantown)  
+1 312 626 6799 US (Chicago)  
+1 929 436 2866 US (New York)  
+1 253 215 8782 US (Tacoma)  
+1 346 248 7799 US (Houston)  
+1 669 900 6833 US (San Jose)  
877 853 5257 US Toll-free  
888 475 4499 US Toll-free  
Meeting ID: 971 0271 9774  
Find your local number: <https://zoom.us/j/acBou6keC8>

Deborah J. Brelsford  
Civil Service  
City of Bridgeport

'20 OCT 6 PM 4:50 CIV SERV

September 30, 2020

Mr. Eric M. Amado  
Acting Personnel Director  
Civil Service Commission  
City of Bridgeport, CT  
45 Lyon Terrace  
Bridgeport, CT 06604-4023

Dear Mr. Amado:

Frist of all, I would like to thank you for giving me the opportunity to appeal the decision of my termination of employment at Fairchild Wheeler Golf Course.

Again, thank you for giving me the opportunity to appeal. I enjoy working at the golf course and would never do anything intentionally to jeopardize my employment. I appreciate the Commission's consideration of this appeal.

Sincerely Yours,

A handwritten signature in cursive script, reading "Conor S. Henry".

Conor S. Henry

Cc: Craig Nadrizny  
Marisol Gonzalez



The Commission has received a request for an appeal from Mr. Curtis Penix regarding his disqualification from the entry level Firefighter hiring process #2360 due to failing a portion of his medical examination.

**\*\* COMMISSIONER FALBERG MOVED TO DENY THE APPEAL FROM MR. CURTIS PENIX BASED ON HIS FAILURE TO APPEAR FOR THE HEARING.  
\*\* COMMISSIONER GRECH SECONDED.  
\*\* THE MOTION PASSED UNANIMOUSLY.**

**11. Appeal -- Mr. Anthoy Hinds -- Tabled from November**

The Commission has received a request for an appeal from Mr. Anthoy Hinds regarding his disqualification from the entry level Firefighter hiring process # 2360 due to the result of his psychological evaluation.

Mr. Hinds requested his appeal be heard in Executive Session.

The Commissioners, Mr. Dunn, Ms. Brelsford, Atty. Mitola, Fire Captain Richard Thode, Deputy Chief Lance Edwards and Mr. Mr. Hinds entered into Executive Session at 3:00 p.m. They returned to Public Session at 3:06 p.m.

**\*\* COMMISSIONER GASTON ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL FROM MR. ANTHOY HINDS REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL FIREFIGHTER HIRING PROCESS # 2360 DUE TO THE RESULT OF HIS PSYCHOLOGICAL EVALUATION.**

**COMMISSIONER GRECH MOVED TO DENY.  
COMMISSIONER RODGERS MOVED TO DENY.  
COMMISSIONER FALBERG MOVED TO GRANT.**

**\*\* THE MOTION TO DENY THE APPEAL FROM MR. ANTHOY HINDS REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL FIREFIGHTER HIRING PROCESS # 2360 DUE TO THE RESULT OF HIS PSYCHOLOGICAL EVALUATION PASSED.**

**12. Appeal -- Mr. Brandon Blank -- Tabled from November**

The Commission has received a request for an appeal from Mr. Brandon Blank regarding his disqualification from the entry level Firefighter hiring process #2360 due to failing a portion of his medical examination.

Mr. Blank requested his appeal be heard in Executive Session.

**\*\* COMMISSIONER RODGERS MOVED TO ENTER INTO EXECUTIVE SESSION TO HEAR THE APPEAL FROM MR. BRANDON BLANK.  
\*\* COMMISSIONER GRECH SECONDED.  
\*\* THE MOTION PASSED UNANIMOUSLY.**

The Commissioners, Mr. Dunn, Ms. Brelsford, Atty. Mitola, Fire Captain Richard Thode, Deputy Chief Lance Edwards, Mr. Alan Jones, and Mr. Blank entered into Executive Session at 3:10 p.m. They returned to Public Session at 3:20 p.m.

**\*\* COMMISSIONER GASTON ASKED THE COMMISSIONERS TO VOTE ON THE APPEAL FROM MR. BRANDON BLANK REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL FIREFIGHTER HIRING PROCESS #2360 DUE TO FAILING A PORTION OF HIS MEDICAL EXAMINATION CONTINGENT UPON HIS PASSING A NEW PHYSICAL EXAM.**

**COMMISSIONER GRECH MOVED TO GRANT.  
COMMISSIONER RODGERS MOVED TO GRANT.  
COMMISSIONER FALBERG MOVED TO GRANT.**

**\*\* \*\* THE COMMISSION UNANIMOUSLY VOTED TO GRANT THE APPEAL FROM MR. BRANDON BLANK REGARDING HIS DISQUALIFICATION FROM THE ENTRY LEVEL FIREFIGHTER HIRING PROCESS #2360 DUE TO FAILING A PORTION OF HIS MEDICAL EXAMINATION CONTINGENT UPON HIS PASSING A NEW PHYSICAL EXAM.**

**13. Request -- Officer Michael C. Bouchard**

The Commission has received a request from Officer Michael C. Bouchard to discuss an hourly wage modification.

Officer Bouchard gave a brief overview of his job history. Due to the fact that his union consists of just him, his pay increases have lagged behind. Currently, his pay is \$20,000 less than a new recruit. He explained that he was requesting a modification of the pay scale. He said that he was worked in this position for 23 years.

Atty. Mitola said that he believed this was a Police Union issue. Discussion followed about the details. Mr. Dunn said that he would write a letter from Civil Service to Labor Relations regarding this issue.

**14. Fire Union Grievances -- Mr. Robert Whitbread -- Tabled from November**

**\*\* COMMISSIONER GRECH MOVED TO TABLE THE FOLLOWING UNION GRIEVANCES:**

**2018-16 ARTICLE 6 AND SECTION 213 CIVIL SERVICE CHARTER.  
2018-17 ARTICLE 6 AND SECTION 213 CIVIL SERVICE CHARTER.  
2019-2 ARTICLE 6 AND SECTION 206 CIVIL SERVICE CHARTER.  
2017-9 SENIORITY.**

**\*\* COMMISSIONER FALBERG SECONDED.**